

## Job Description

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### Position Title: Early Education Substitute

**Purpose of Position:** The Early Education Substitute is responsible for fulfilling the mission of Des Moines Christian School by equipping minds through engaging, innovative instruction and nurturing hearts by mentoring young people as spiritual leader and role model.

**Position:**

- Full-time or Part-time
- Hourly, at will employee
- School Year or Calendar Year

**Reports To:** Early Education Director

**Evaluated By:** Early Education Director

**Direct Reports:** None

**Qualifications:**

- High School Diploma or GED required.
- Experience in early education preferred.
- Must be at least 18 years old.
- In agreement with the Des Moines Christian School (DMCS) Statement of Faith.
- Active member/regular attendee of Bible believing church and committed to growth in a Biblical Worldview.
- Must be able to pass child abuse and background check.
- Various training prior to or able to obtain after hire: Child Abuse Reporting, Universal Precautions, Child Care Essential Pre-Service Training.
- Must be physically able to lift a minimum of 25 pounds, and work indoors or outdoors.
- Must be able to assume postures in low levels to allow physical and visual contact with children, see and hear well enough to keep children safe, and engage in physical activity with children.

**Professional Profile:**

- Committed to the mission of DMCS.
- Demonstrates excellence and professionalism in communication.
- Demonstrates excellence in customer service skills.
- Characterized by integrity.
- Demonstrates technology skills appropriate for the position and the ages of the students.
- Maintains confidentiality.
- Demonstrates consistent spiritual leadership.
- Demonstrated ability to work collaboratively as a part of a team.

**Responsibilities:**

**Instruction and Classroom Management**

- Follows DMCS programming standards for Early Education excellence.
- Supports the planning and preparing for instruction following DMCS approved curriculum.
- Records accurate and timely child records and assessment data using DMCS provided electronic system.
- Integrates Biblical truth into all classroom learning.
- Creates a safe, inviting and nurturing environment for the children
- Uses strategies to deliver instruction that meets the unique needs of each child.
- Demonstrates competence in classroom management using positive discipline techniques.
- Collaborates with team in developing classroom plans and goals.
- Participates in meal/snack activities by assisting with preparing and serving food, eating with the children and cleaning up after.
- Models appropriate behaviors and provide feedback.
- Meets all applicable licensing regulations and QRS guidelines.

**Communication & Relationship Building**

- Maintains clear and consistent communication with room team to provide a seamless schedule and staff transitions throughout the day.
- Promotes a welcoming classroom setting that encourages parent participation.
- Partners and communicates with parents, with a shared desire to provide the best care and education for their children.
- Cultivates positive relationships with families, teachers, state licensing authorities and community contacts.

**Other**

- Serves others by enhancing the community at DMCS through active participation in school events including but not limited to family fun nights and open houses.
- Attends staff meetings and completes professional development requirements.
- All other duties as assigned.